



RICHMOND POLICE DEPARTMENT GENERAL ORDER

NOTE: This directive is for internal use only, and does not enlarge an employee's civil liability in any way. It should not be construed as the creation of a higher standard of safety or case in an evidentiary sense, with respect to third party claims. Violation of this directive, if proven, can only form the basis of a complaint by this Department, and then only in a non-judicial administrative setting.

Chapter 4	Number 7	Effective Date 10/30/08	Review Date 2011
Subject DUTY AND NON-WORK RELATED INJURIES AND ILLNESSES			☐ New Order ☒ Replaces G.O. 104-1 (01/25/05)
References CALEA 22.2.5, 22.2.6 VLEPSC ADM.23.04, PER.03.03, PER.03.05 General Order 4-6, 4-19, 6-18			
 Chief of Police or Designee 10/30/08 Date			

I. PURPOSE

The purpose of this directive is to establish the policy and procedure for in-the-line-of-duty and not-in-the-line-of-duty related injuries and illnesses. This directive also addresses the temporary reassignment of departmental personnel who, due to an injury, cannot perform their regularly assigned duties or return to work after an extended illness. This directive does not cover permanent assignments that may be affected by the Americans with Disabilities Act (ADA).

II. POLICY

- A. It is the policy of the Richmond Police Department to provide medical treatment for any employee injured in-the-line-of-duty at no cost to the employee, and furnish uniform guidelines for handling non-work related injuries, illnesses **or other qualifying medical condition** of a major or serious nature.
- B. ***It is also the policy of the Department to immediately withdraw the police powers of any sworn employee who is placed on Workers' Compensation Leave or restricted duty status, which will prevent the employee from carrying out his/her duties as a Police Officer. Employees are prohibited from engaging in any enforcement activity while on Workers' Compensation Leave or restricted duty status. Refer to General Order 4-6, Withdrawal or Restriction of Police Powers for additional guidelines.***
- C. ***Only the Chief of Police may approve any exception to this provision.***

III. ACCOUNTABILITY STATEMENT

All employees are expected to fully comply with the guidelines and timelines set forth in this general order. Failure to comply will result in appropriate corrective action. Responsibility rests with the Division Commander to ensure that any violations of policy are investigated and appropriate training, counseling and/or disciplinary action is initiated.

IV. DEFINITIONS

- A. IN-THE-LINE-OF-DUTY INJURIES OR ILLNESSES – Any injury that occurs during the course of and as a result of the employee's work. This also includes certain occupational illnesses.
- B. NOT-IN-THE-LINE-OF-DUTY INJURIES OR ILLNESSES – Any injury or illness that **is** not caused as a result of or during the course of the **employee's** work.
- C. RESTRICTED DUTY ASSIGNMENT – A temporary assignment for an employee who, because of an on-duty or off-duty injury, illness, **or other qualifying medical condition**, is experiencing a short-term or, in some cases, a long-term disability.
- D. PANEL PHYSICIAN – A medical doctor who is part of a group of physicians **by an agreement** with the City of Richmond to treat work-related injuries and/or illnesses.
- E. OCCUPATIONAL **MEDICINE** UNIT – **The** Occupational **Medicine** Unit certifies injured or ill employees back to duty, performs management requested physical examinations, and posts blood-borne pathogen exposure activities.
- F. **MEDICAL SERVICES CONTRACTOR** – **A Medical Service Contractor is a licensed and accredited medical authority contracted by the City of Richmond to provide employee emergency medical treatment and occupational medicine service.**

V. PROCEDURES

- A. In-the-Line-of-Duty Injuries/**Illnesses** – The City of Richmond is obligated to provide medical treatment for any employee injured **or ill** in-the-line-of-duty in accordance with the provisions of the Workers' Compensation Act.
 - 1. In a life-threatening situation, the employee shall be transported to the nearest medical facility.
 - 2. A supervisor shall take an employee with a non life-threatening injury or illness to the City's **medical services contractor**. When **medical specialist services are** required, the employee shall make a selection from the **City Panel of Physicians List**.
 - 3. If a non life-threatening injury occurs during a weekend, holiday or after normal business hours, the employee may report to any local **hospital** emergency room for treatment within the City limits. **The employee must give the hospital emergency room admittance and discharge documents to his/her supervisor after completion of medical treatment.**
 - 4. If an employee's personal physician is called to the emergency room at the request of the employee, in addition to the emergency room physician and the specialist assigned to treat the injury, the employee shall assume the cost of the personal physician. If an employee, at a future date, contacts a personal physician without the approval of his/her selected **City** panel physician, the City will not be held responsible for payment of services rendered by the employee's personal physician, and the employee may lose **his/ her Workers' Compensation benefit** status.
 - 5. If an employee selects his/her own physician, the employee must immediately notify the Department's Safety Officer. The employee may or may not be eligible for **Workers' Compensation** Leave. When the employee's personal physician

releases the employee, the employee must be re-examined by the City's emergency medical services contractor **or panel physician** and approved for duty, prior to returning to work.

6. Whenever an employee, who has been treated and released from a treating facility, develops pain or other complications prior to the starting business hour of the City's emergency medical services contractor, he/she shall return to the treating facility for additional treatment with the permission of the Department's Safety Officer or the **Night Supervisor** when the Department's Safety Officer is not available.
7. The Department's Safety Officer, in collaboration with medical personnel, has the authority to place an employee on **Worker's Compensation leave or restricted/light duty** or return the employee to **full** duty. **Worker's Compensation** leave is also granted to an employee when he/she is placed out of work by a **City** panel physician. An employee, who is ordered to return to duty but fails to return as directed, shall be carried as Absent Without Official Leave (AWOL).
8. An employee shall only be carried on **Workers' Compensation** Leave **status** for a condition that is associated with an in-the-line-of-duty injury **or illness**. The employee shall be placed on sick leave **status** for a condition that is not associated with an in-the-line-of-duty injury **or illness**.
9. To avoid the possible loss of **Workers' Compensation** Leave and medical benefits, an employee must immediately report an injury **or illness** at the time it occurs to his/her immediate supervisor or an **on-duty** supervisor working at the time. The supervisor shall provide documentation for any lost time or restricted-duty information to the Department's Safety Officer by the next duty day, and should notify the Department's Safety Officer by telephone, when necessary. This provision applies to both old and new injuries.
10. The employee's immediate supervisor has the authority to personally call employee placed on **Workers' Compensation** leave to inquire about his/her **current health status and possible** medical recovery **prognosis**.

B. Restrictions for In-the-Line-of-Duty Injuries/**Illnesses**:

1. The employee must follow the instructions given by the treating **City** panel physician. The employee must keep all medical appointments or notify the health care provider when unable to do so. Failure to keep such appointments may terminate the employee's **Workers' Compensation** Leave status, resulting in an **Absence Without Leave** status (AWOL), if the employee does not return to work. The employee's supervisor shall be notified of any cancellation(s), including those cancelled by the health care provider. The supervisor in turn, shall notify the Department's Safety Officer if the cancellation results in extended lost time for the employee.
2. A police officer on **Workers' Compensation** Leave or **restricted** duty status shall not perform any type of work involving the use of police powers, **unless an exception has been granted in writing by the Chief of Police**.
3. In cases where an in-the-line-of-duty injury **or illness** is questionable, it may be necessary for the Department to place an employee on Sick or Vacation Leave or Leave Without Pay (**LWOP**) until an investigation of **the** said injury is completed. Once the investigation is completed and the claim is substantiated, all Sick and

Vacation Leave or Leave Without Pay will be reinstated to the employee. If the claim is not substantiated, the leave will be deducted from the appropriate accrued balance. Refer such cases to the Department's Safety Officer for guidance.

4. ***Workers' Compensation*** Leave is granted for the purpose of recuperation from in-the-line-of-duty injuries ***or illnesses***. ***Department personnel on Workers' Compensation Leave are required to notify his/her supervisor of any City panel physician follow-up examinations. Department personnel are also expected to be accessible and available at their primary residence or a residence that may be used as a point of contact during their regular duty hours. The*** employee is required to notify his/her supervisor and the Department's Safety Officer ***within 48 hours*** if ***their*** residence changes during the recuperation period.
 5. ***The regular duty hours of Department personnel on Workers' Compensation Leave will be to 0800-1700 hours, Monday through Friday, with Saturday and Sunday being regular days off.***
 6. ***The injured/ill employee is not permitted to travel by using Workers' Compensation Leave as vacation, unless he/she is granted special permission by the Chief of Police or designee.*** Any employee who is placed on ***Workers' Compensation*** Leave for an extended period of time (30 days or more) must submit ***an Authorization of Medical Treatment Form*** every thirty (30) calendar days, to his/her immediate supervisor, which ***shall*** provide information on the ***employee's current health status and medical prognosis, confirmed by the City's panel physician.*** A copy of the ***Authorization of Medical treatment Form*** must ***also*** be forwarded to the Department's Safety Officer.
 7. Whenever any Department member's absence extends beyond 180 days, ***the*** said employee ***must be evaluated by the City's medical services contractor*** for either an in-the-line-of-duty or a not-in-the-line-of-duty injury/illness ***or other qualifying medical condition*** to determine a specific return to duty date.
 8. Supervisors shall be responsible for inquiring ***monthly*** on the condition of an employee during an employee's extended absence due to illness, injury, etc.
- C. ***Injuries/Illnesses or Other Qualifying Medical Conditions*** Not In-the-Line-of-Duty:
1. The Department shall attempt to accommodate, for a limited period of time, any employee who, as a result of an injury/illness ***or other qualifying medical condition*** sustained while not in-the-line-of-duty becomes unable to perform his/her regularly assigned job duties.
 2. If ***an accommodation*** is not available for which the employee qualifies based on the documented ***medical*** restrictions, the employee's supervisor shall place the employee on Sick Leave, Vacation Leave, or Leave Without Pay, ***after consulting with the Department's Safety Officer.***
 3. Generally, when a ***sworn*** employee suffers an injury while performing off-duty work for a private individual or business concern, the employee may not make a Worker's Compensation claim for that injury. However, if ***a sworn*** employee was performing law enforcement ***duties*** that resulted in an injury ***or illness***, he/she may ***file*** a Workers' Compensation ***claim with their Department supervisor.*** The Department's Safety Officer will review the circumstances surrounding the injury/***illness report package and process it.***

4. ***If an employee has received medical treatment from a personal treating physician for a non-work related injury or illness, the employee shall submit medical treatment documentation to his/her immediate supervisor, if the attending personal treating physician has placed the employee either on restricted-duty or sick leave status.***
5. ***If the personal treating physician recommends that the employee be placed on restricted duty, the medical treatment documentation must include medical restriction specifics and follow-up appointment scheduling to be reviewed by the employee's immediate supervisor and the City's medical services contractor, a copy is to be forwarded to the Safety Officer.***
6. ***Once the employee is released to return to work by his/her personal treating physician, after undergoing a surgical procedure, the employee must contact the Department's Safety Officer to set up a Return-to-Work exam through the City's medical services contractor, etc.***
7. ***Supervisors shall be responsible for inquiring monthly on the condition of an employee during an employee's extended absence due to illness, injury, or other qualifying medical conditions, etc.***
8. ***Whenever any Department member's absence extends beyond 180 days, the said employee must be evaluated by the City's medical services contractor for either an in-the-line-of-duty or a not-in-the-line-of-duty injury/illness or other qualifying medical conditions to determine a specific return to duty date.***
9. ***Whenever any Department member's absence is for a period less than 180 days, the said employee must provide medical documentation for a not-in-the-line-of-duty injury/illness or other qualifying medical condition that he/she has been returned to full-duty work status after being on restricted-duty or sick leave status.***

D. **Restricted-Duty Assignments:**

1. ***A vacant position or specialized task must exist that can reasonably accommodate the restricted-duty employee with approval of the Richmond Police Department Human Resources Division Chief. The Human Resources Division Chief is responsible for appointing an employee to a restricted-duty assignment.***
2. ***On a quarterly basis, all OICs shall identify and prioritize any positions or specialized tasks that exist within their operations that can be utilized as restricted-duty assignments. They shall forward a copy of the listed positions to the Human Resources Division Chief. The Human Resources Division Chief shall maintain an active list of the available Department restricted-duty assignments.***
3. ***The Department will neither create specialized positions for the sole purpose of keeping an employee on the payroll, nor allow an employee to be carried in a restricted-duty position, if it is determined that the employee is not making satisfactory progress, i.e. failure to follow doctor's instructions, etc.***
4. ***An employee shall not be carried in a restricted-duty capacity for an injury/illness or other qualifying medical condition for longer than a six (6) month period except when a definitive resolution to the condition is provided, which has the concurrence of the Human Resources Division Chief, the Assistant Chief of Police and the***

Chief of Police. If *an employee's* prognosis is not favorable for recovery within a twelve (12) month period, the employee should ***be advised to*** consider other options such as disability ***placement/separation procedure.*** ***The RPD HR Division Chief will consult with the Chief of Police prior to initiating the disability placement/separation process.***

5. The employee's supervisor shall ***notify the Safety Officer who will in turn schedule*** a "Return-to-Work" examination with the City's medical services ***provider after it has been determined that a restricted-duty position is authorized.*** The supervisor shall notify the Department's Safety Officer ***immediately when the Return-to-Work exam is established.***
 6. ***Restricted-duty assignment activities will include the following process:***
 - a) ***The City medical review officer or panel physician shall prescribe employee restricted-duty when appropriate;***
 - b) ***The restricted-duty notification is forwarded to the Department's Safety Officer via a Health Status Report;***
 - c) ***The RPD HR Division Chief or designee shall assign the employee to a vacant Department-wide identified position or a specialized task if such exists; and,***
 - d) ***The RPD HR Division Chief or designee shall determine the restricted-duty assignment starting date, assignment time and notify the employee's supervisor of the available vacant position.***
 7. ***The employee's supervisor shall ensure that the employee's personal treating physician has provided documentation regarding the employee's ability to perform an authorized restricted-duty assignment. This shall be specified on the Authorization for Medical Treatment Form.***
 8. ***The employee will not be allowed to work until notification is received from the RPD HR Division Chief or designee. If there are no vacant positions or assigned tasks, the employee will not be allowed to work.***
 9. ***Once the employee is released to full-duty by his/her personal treating physician, after returning from leave or restricted-duty due to the injury/illness or other qualifying medical condition, and having been on extended leave of fifteen (15) days or more due to surgery or illness, the employee must contact the Department's Safety Officer to set up a Return-to-Work exam by the City's contracted medical services provider.***
 10. A follow-up examination with the City's medical services contractor may be necessary to ***confirm*** the employee's restricted-duty status ***continuation*** and may ***require*** additional documentation from the employee's ***personal*** treating physician.
- E. Heart Bill, Related Injuries and Occupational Diseases ***or*** Illnesses:
1. ***The*** employee who, while on or off the job, suffers an episode of an illness believed to be covered under the Heart Bill or an occupational illness, as outlined in the Workers' Compensation Act, shall be placed on Sick or Vacation Leave, or Leave Without Pay, respectively. The employee shall seek medical treatment at a health care facility of his/her choice and at ***their*** own expense. The employee will remain in the designated status until the illness is adjudged to be one covered under the

Workers' Compensation Act, or the illness terminates and the employee is cleared to return to work by his/her personal ***treating*** physician and the City's contracted medical provider.

2. The employee's supervisor shall complete ***an Employer's Accident Report Form and submit it along with the employee's personal treating physician's supporting medical documentation*** to the Department's Safety Officer for review ***and processing***. If the illness is adjudged to be work-related by the City's third party administrator or by order of the Workers' Compensation Commission, the Department's Safety Officer shall ensure that all Sick or Vacation Leave, or Leave Without Pay charged to the employee, will be ***changed*** to Injury Leave.
3. The employee shall ensure that his/her personal ***treating*** physician, hospital, or clinic furnishes medical ***examination*** reports, health status ***reports***, and laboratory results to the City's third party administrator, the City's medical services ***contractor*** or other City panel physicians regarding the alleged illness/injury under Workers' Compensation review.

F. Infectious Disease Exposures:

1. Employees reporting exposure to human blood or body fluids shall be sent to the City's emergency services ***provider*** for initial treatment and ***medical*** follow-up instructions. The supervisor shall complete the ***Employer's Accident Report Form***, along with an Infectious Disease Exposure ***Report*** Form, and forward the original forms to the Department's Safety Officer by the next duty date. The employee will deliver a copy of the Exposure Report to the ***City's medical services contractor*** on the first follow-up visit. ***The attending hospital emergency room physician or nurse practitioner shall complete the form.***
2. Employees reporting exposure to airborne diseases, i.e. meningitis, TB, etc, shall report to the City of Richmond's Public Health Clinic or other designated medical facility, as directed by the Department's Safety Officer. The ***Employer's Accident Report Form*** and the Infectious Disease Report ***Form*** will be compiled as listed above.
3. Any employee reporting a blood or bodily fluid exposure will make every effort to ***seek immediate medical treatment via*** the City's medical services contractor within the first hour of the exposure. For additional information, refer to General Order 6-18 (Infectious Diseases).

VI. **ROLES AND ACCOUNTABILITY**

A. Responsibilities of the Injured/***Ill or Other Qualifying Medical Condition*** Employee:

1. ***The*** employee shall report all job-related and non-job-related injuries/illnesses ***or other qualifying medical conditions*** that may impact his/her job performance, regardless of degree, to his/her immediate supervisor, ***as soon as practical***. The employee will also assist ***his/her*** supervisor in ***completing*** required injury/***illnesses*** report ***forms***.
2. If the employee's injury/***condition*** is not life-threatening, the supervisor shall inform the injured employee to select a panel physician from the City's approved Panel of Physicians List and report to the healthcare facility/provider as directed. In situations where emergency treatment for the injury is not required, or the emergency room physician places the employee in an off-duty or restricted-duty

status, the employee shall select and contact a panel physician, as soon as practical for an appointment. The employee should be able to **satisfactorily explain** why an appointment was not made as indicated above, if appropriate.

3. If the employee is not able to obtain an appointment with the panel physician that he/she **has** selected within a reasonable time, the employee shall **notify their** supervisor.
4. The employee is authorized to return to the **City's medical services contractor** only to have sutures removed, or for a check for complications, such as infection, if needed. The panel physician selected by the employee shall conduct **any** other follow-up **examination** treatment(s).
5. All personnel receiving any form of medical treatment will complete and have the attending physician complete an "Authorization for Medical Treatment Form". Supervisors shall ensure that their employees complete this form for each and every visit for medical treatment, therapy, etc. related to the injury.
6. The employee shall ensure that the attending physician records his/her correct duty status, to include any special requirements, along with the date and time of the next appointment, if appropriate. The employee shall also inform the attending physician of the City's restricted duty policy. The Department shall make reasonable efforts to accommodate any duty restrictions for employees injured in-the-line-of-duty.
7. If no further treatment is required for the injury, a return to full duty date must be recorded by the attending panel physician on the Authorization for Medical Treatment Form.
8. The employee shall return the completed Authorization for Medical Treatment Form to his/her supervisor immediately, after each visit to the panel physician or at the beginning of the next duty day. Except in extenuating circumstances, it is not acceptable for an employee to fax or mail the Authorization for Medical Treatment Form, or call in his/her **current health** status. Once the supervisor has reviewed the Authorization for Medical Treatment Form, he/she shall immediately forward the original to the Department's Safety Officer.
9. Medical, rehabilitation therapy, and any other treatment necessitated as a result of on-the-job related injuries/**illnesses**, may be scheduled during **assigned** work hours with prior approval from the employee's supervisor. Supervisors shall schedule employees accordingly to ensure that work hours are adjusted based on the hours spent per cycle for medical treatment **and the** employee will not accrue more than the normal amount of scheduled work hours in any given pay cycle. Employees who attend medical appointments will not be given "official time," i.e. compensatory time or overtime compensation for these appointments.
10. Medical, rehabilitation therapy and any other treatment necessitated as a result of non-job related injuries **and/or medical conditions** shall be scheduled outside of scheduled work hours and/or on the employee's personal leave time.

B. Injuries/**Illnesses** from a Prior Occurrence – Immediate Supervisor's Responsibilities:

1. The supervisor shall gather the facts by objective evaluation from the injured employee. The supervisor may also question other employees who may have knowledge of the accident. The fact-finding report shall note the employee's

assignment, date, time, place, and weather conditions at the time that the injury/*illness* occurred. If the supervisor determines that the employee's injury/*illness* was job related, he/she shall contact the Department's Safety Officer for further *review*.

2. If the employee requests medical attention for an old on the job injury one in which the claim file has been closed, the Department's Safety Officer shall be contacted so that the employee can make an appointment with a panel physician. The panel physicians will see only employees with *scheduled* appointments. After the injured employee makes the appointment with the City's medical services contractor, the supervisor shall give him/her a copy of the original Employer's Accident *Report Form* to submit to the City's medical services contractor *representative*.
3. When an injured employee has been treated and released by his/her *personal* treating physician, the employee shall receive a written Medical Release Form indicating his/her duty status. The employee shall submit the form to *their* immediate supervisor, who shall make a copy and forward the original to the *Department's* Safety Officer, and retain a copy in the employee's folder.

C. *Reporting* Procedures – Immediate Supervisor:

1. The immediate supervisor shall notify the affected OIC regarding the employee's injury/*illness*. Any incident resulting in a fatality or serious injury shall be reported to the Department's Safety Officer, in addition to the notifications delineated in General Order 4-14, Police Funerals and Death Notifications.
2. On the day that the employee's injury is reported to a supervisor, that supervisor shall compile the following reports:
 - a) Employer's First Report of Accident.
 - b) Supervisor's Investigation Report Form (PD-33). If the employee's injury resulted from a *police* vehicle accident, the supervisor shall also use a Supervisory Investigation – Police Vehicle Accident Form (PD-70) and an Automobile Loss Notice/Accident Report Form (*PD-31*).
 - c) The supervisor shall *review and* sign all of the *report* forms and forward the *complete* original *Occupational Injury/Illness Report package through the chain of command for review*. *The Department's Safety Officer must process the report to the City's Third Party Administrator within (10) ten days from the date of occurrence*.
 - d) The supervisor shall ensure that an Authorization for Medical Treatment Form accompanies the injured employee each time he/she visits the City's panel physician for an in-the-line-of-duty injury/*illness*.
 - e) When the City's panel physician for an on-the-job injury/*illness* releases the employee, the supervisor shall ensure that the physician has filled out an Authorization for Medical Treatment Form. This form shall be forwarded to the Department's Safety Officer by the next normal work day and a copy retained in the employee's file.
 - f) If the injury was the result of an assault, the supervisor shall compile a Law Enforcement Assault Report, a Firearm Discharge/Firearm Assault Report (PD-10) if appropriate, an *Incident Based* IBR Report (*IBR*) and a Narrative

Supplement Report. A copy of the IBR and any arrest forms shall be attached to the Employer's First Report of Accident Form and forwarded to the Safety Officer.

- g) In the event of an officer's line-of-duty death or serious injury, a Critical Incident Checklist must be completed and forwarded through channels to the Chief of Police. An additional copy shall be forwarded to the OIC of the Internal Affairs Division.
- h) The supervisor shall also complete a Return from Injury Leave Form (PD-91) and submit through channels to the Chief of Police on the next duty day. A PD-91 form must be submitted on the first and fifteenth of each month, until the employee returns to full duty.
- i) The Department's Safety Officer will retain the completed PD-91 form in the respective employee's claim file.

D. Precinct Commander or Division Officer-In-Charge:

- 1. *Forward the report package to the Department's Safety Officer for processing.*
- 2. *Forward to OIC of Personnel and Recruitment monthly all positions they have that could qualify for restricted duty.*

E. Human Resources Division Chief or designee:

- 1. *Is responsible for detailing or temporarily assigning an employee to a restricted duty assignment.*
- 2. *Shall maintain an active list of the available Department restricted duty assignments.*
- 3. *An employee shall not be carried in a restricted duty capacity for an injury or illness for longer than a six (6) month period except when a definitive resolution to the condition is provided which has the concurrence of the Human Resources Division Chief or designee, the Assistant Chief of Police and the Chief of Police.*
- 4. *Shall assign the injured/ill employee to a vacant Department wide identified position or specialized task if such exists.*
- 5. *Shall determine the restricted duty assignment start date, assignment time and notify the employee's supervisor of the available vacant position.*

F. Department Safety Officer:

- 1. *Reviews the Injury Report packages for completeness and forwards the packages to the City's Third Party Administrator – CompManagement, Incorporated (CMI) Octagon for workers' compensation claim processing.*
- 2. *The restricted-duty notification is forwarded to the Human Resource Division Chief or designee via a health status report from the City's Medical Review Officer or panel physician.*

VII. FORMS

To compose an Occupational Injury/Illness Report package:

- A. *Employer's Accident Report Form*
- B. *PD-33, Supervisor's Investigation of Employee Injury Form*

- C. *Panel of Physician's List Form*
- D. *Authorization for Medical Treatment Form*
- E. *Infectious Disease Exposure Report (Used for exposure incidents only)*
- F. *PD-91, Return from Injury Leave Form*